

Colleagues,

This has been a difficult week. Although our message has been heard and some actions have been taken by the Board in response, we are not satisfied with the results thus far. We are concerned that the investigation undertaken in response will not be nearly as transparent, objective, or thorough as it must be. At this point, given the little information divulged to us by the Board, we know almost nothing about this investigation— what it will include, what the timeline is, who the committee members are or what credentials they possess regarding bonobos or captive ape welfare. This concerns us greatly, as we have been pacified by false promises of due diligence in the past, only to have the issues we raised ignored.

Although public statements have been made to the contrary, we have voiced our concerns regarding the role of Dr. Savage-Rumbaugh a number of times over the duration of our employment at Great Ape Trust. Often these reports came at great personal emotional expense, as we were met with intimidating comments from Dr. Savage-Rumbaugh that belittled the whistleblowers' intellectual and academic standing and their experience with bonobos. Even typed, daily reports on staff activities were regularly criticized by Dr. Savage-Rumbaugh and 'corrected for improper assumptions.' Unfortunately, Dr. Savage-Rumbaugh has made a habit of hiring caretakers or accepting volunteers who only have no past experience in ape care when they start at the Trust. By hiring almost exclusively complete novices, Sue is able to continually convince employees that perceived harms are simply a result of their inexperience and inability to properly understand the apes. As such, concerns are routinely and systematically suppressed.

In July of 2011, Dr. Savage-Rumbaugh admitted to employees that one of the adult females had become pregnant and miscarried. She stated that she had known of the incestuous copulations while they occurred but had not reported them or attempted to prevent them in any way. This disturbed us greatly. After a few months of increasingly concerning events, including Dr. Savage-Rumbaugh repeatedly telling caretakers that she had been removed before, and that she would never let it happen again, bonobo caretakers presented director William Fields with a list of ethical concerns and specific incidents relating to animal welfare in November of 2011. In response, Dr. Savage-Rumbaugh's access to the lab was limited and her research protocols for the bi-cultural rearing of infant bonobo Teco were not accepted. A response to our collected concerns, presented to Dr. Savage-Rumbaugh, is attached. By December, members of the board met with each of us at a McDonalds to discuss our concerns about ape welfare and working conditions. In response, Dr. Savage-Rumbaugh made blatantly false and harmful allegations, published in the Des Moines Register, that the care staff at the lab had sliced Teco's heels and were abusing the apes in other ways. She claimed that all apes at the Trust could be in danger. The accusations were potentially damaging to our reputations, and caused significant emotional distress to all of us, yet the board refused to respond to them publicly. Instead, we were sent two emails. One from the Board indicating they believed we would never do anything harmful to the bonobos. Another came from then interim director speaking for the IACUC that they knew the allegations were obviously false, but that they would not do anything about them. These emails are attached. The article and allegations illustrate the lengths to which Dr. Savage-Rumbaugh is

willing to go to displace blame and responsibility in order to preserve her position. This tendency to create narratives that have no basis in reality, but are presented and acted upon as truth, spurred many of our earlier animal welfare concerns. We are not the first to mention this to the Board. An email from another Trust employee is attached.

In spite of all this information, the board decided to keep Dr. Savage-Rumbaugh in her position for the sole reason that they did not believe they could raise significant funds without her. The email detailing this is attached. The Board promoted Dr. Savage-Rumbaugh to Senior Scientist and soon after Director, after the resignation of William Fields and two interim directors. At this time, most of the staff resigned. We feared for our personal safety in the building with Dr. Savage-Rumbaugh there and were concerned that none of the legitimate threats to ape well-being that we had presented had been addressed. We tried to help the bonobos by taking action internally, but we could no longer remain and support an institution that neither prioritized the bonobos' safety and well-being nor addressed the dangerous working conditions for humans.

In recent months, remaining staff members and new staff documented concerning behavior from Dr. Savage-Rumbaugh. Despite her protestations that Teco would not be ok without her, and her indications now that she is perfectly fit to be in the lab 24/7, she removed herself from the lab from March through June 2012 for personal reasons. During this time, Teco was mothered by Panbanisha. Upon her return, staff noted and reported Sue engaging in dangerous behavior, such as forgetting where she left the apes, locking them outdoors without access to water for several hours, placing young puppies in enclosures with adult apes and leaving them unsupervised, and exposing apes to visitors who did not have the proper vaccinations. Her narratives of even minor events are troubling. For example, she explained a flat tire as the result of an attack by a person living on campus who hid in tall grass and cut the tire when she drove by and she suggested to staff that the puppies on campus were beginning to speak English. On a number of occasions, she has taken Teco off campus for car rides, with one particularly troubling trip to the very public Buddha Relics Tour in late August of this year, where he came in direct contact with a number of non-Trust affiliated individuals. A picture documenting Teco at this event is attached. Additionally, her negligence has directly resulted in the death of a green-cheeked conure, the broken leg of a sheltie pup, multiple escapes by the campus pit bulls and the near-escape of Nyota from the facility. These events can be verified by the Des Moines Animal Rescue League, Avondale vet clinic, and Sue's own admission in the Des Moines Register.

The majority of us learned of these troubling trends only recently. At the same time, we received information that Dr. Savage-Rumbaugh was in the process of suspending or laying off the only remaining experienced caretakers, Liz Pugh and Susannah Maisel. Liz has cared for the bonobos for thirty years, and Susannah for the past 7 years. Sue had also suspended Liz's husband, Sam. Dr. Savage-Rumbaugh claimed she could not afford to pay for Susannah's continued employment; concurrently, however, she promoted a volunteer with no ape experience to a paid leadership position. This left Sue's niece, who began assisting when much of the caregiving staff resigned in December of 2011, and potentially other volunteers from the community without experience, as the ape caregiving staff. This progressive removal of qualified staff meant Dr.

Savage-Rumbaugh would be alone with the apes and with sole responsibility for the infant bonobo Teco for most of the day and all night. We believed this to be the culmination of a trend towards increasingly risky and dangerous behavior that presented an immediate danger to the apes.

On September 9th, we, 12 former employees of Great Ape Trust of Iowa (now called Bonobo Hope Sanctuary) wrote a letter to the GAT/Bonobo Hope Board of Directors expressing our deep concern regarding the immediate safety of the seven bonobos living there. We based our report off of documented incidents from our tenures at the Trust and direct observations of Dr. Savage-Rumbaugh's recent behavior.

The board responded to our letter by putting Dr. Savage-Rumbaugh on administrative leave. She still has access to the apes, under "direct supervision" of the veterinarian and now acting-director, Dr. Julie Gilmore, who has only been with Bonobo Hope since July. Board chair Ken Schweller has returned a call to only one of us in the past two days, but no one affiliated with the investigation has contacted us. As the days continue to pass, we are concerned that although Julie Gilmore is officially in charge, she will not be able to exert appropriate authority over Dr. Savage-Rumbaugh.

What the Board does not seem to understand is that a change in Dr. Savage-Rumbaugh's title, and her coming and going being monitored only by somebody who has minimal experience with apes and all the other issues germane to this situation, is not a change at all. Dr. Savage-Rumbaugh has been removed before due to mistreatment of the apes and/or staff. Time and again, she gets reinstated for reasons that fail to address the welfare concerns raised initially.

Dr. Savage-Rumbaugh's few public appearances have only reinforced our concerns. In one interview, she clearly tells interim Director Gilmore to retrieve the USDA representative from the front gate, which she does, leaving Dr. Savage-Rumbaugh presumably unsupervised at the ape building. During the same video, Dr. Savage-Rumbaugh falsely states that, "If you have a problem with your job, you don't wait two years and then go tell the board. You tell the person above you and you tell them as quickly as you can, try to resolve it." It has not been two years since our last report and our discontent was not due to simple matters of employment.

GAT/Bonobo Hope Sanctuary is not a fit place for 7 bonobos. We restate, from our original letter, that "we have observed and internally reported injuries to apes, unsafe working conditions, and unauthorized ape pregnancies. Now, given recent information, we suspect that Savage-Rumbaugh's current mental state exponentially increases the likelihood of these kinds of events happening again in the immediate future."

We are happy that the board is taking action but we fear for the integrity and transparency of the investigation. Dr. Savage-Rumbaugh has already offered "helpful" emails to the board suggesting that the board limit the scope of the investigation, etc. This is unacceptable. Though

she only recently has received the official title of Director, any time Dr. Savage-Rumbaugh is in the building, she is the sole authority and she acts on her own.

We reach out to you for any help you can provide. The more eyes on this situation, especially those with experience in ape welfare, the better. If external pressure and scrutiny remain strong, the truth will be revealed. We want the transparency that has so long been lacking from affairs at the Trust.

As we told the Board, we offer our services in the area of general ape care as temporary transitional assistance should the Board act to permanently remove Dr. Savage-Rumbaugh. We are willing to put everything in our post-Trust lives on hold to ensure the bonobos have sufficient care on a day to day basis. Our one concern has always been the bonobos and it is our most urgent hope that all this current hardship will ensure a better future for them.

Thank you all for your time, attention, and support.

Megan Buecher (Former Ape Caretaker-4 months),  
Jen Draiss (Former Ape Caretaker-2 years),  
Mike German (Former Head of Public Safety-7 years),  
Andrea Jackson (Former Ape Caretaker-2 years),  
Tyler Kasperbauer (Former Research Assistant/ Ape Caretaker- 3 years),  
Susannah Maisel (Former Ape Caretaker- 7 years)  
Jackie Mobley (Former Ape Caretaker-5 years),  
Stephanie Musgrave (Former Ape Caretaker- 3 years),  
Daniel Musgrave (Former Research Assistant/Ape Caretaker- 6.5 years),  
Janni Pedersen (Former Phd Researcher-5 years),  
Tyler Romine (Former Lab Supervisor/ Ape Caretaker- 5 years),  
Heather Taylor (Former Ape Caretaker- 5 years)

**From:** Kenneth Schweller <[schweller@bvu.edu](mailto:schweller@bvu.edu)>  
**Date:** December 14, 2011 9:24:12 AM CST  
**To:** "Tyler Romine" <[tromine@greatapetrust.org](mailto:tromine@greatapetrust.org)>  
**Cc:** Aipperspach <[aipperspach@greatapetrust.org](mailto:aipperspach@greatapetrust.org)>, Blumenthal <[MABWings@aol.com](mailto:MABWings@aol.com)>, Lasley <[plasley@iastate.edu](mailto:plasley@iastate.edu)>, Lim <[ramon-lim@uiowa.edu](mailto:ramon-lim@uiowa.edu)>, Pruetz <[pruetz@iastate.edu](mailto:pruetz@iastate.edu)>, Kenneth Schweller <[schweller@bvu.edu](mailto:schweller@bvu.edu)>, Steklis <[steklis@email.arizona.edu](mailto:steklis@email.arizona.edu)>, Turner <[turnerdat@hotmail.com](mailto:turnerdat@hotmail.com)>, Wasserman <[ed-wasserman@uiowa.edu](mailto:ed-wasserman@uiowa.edu)>, Wimer <[conniewimer@bpodm.com](mailto:conniewimer@bpodm.com)>, "t.townsend@townsendvision.com" <[t.townsend@townsendvision.com](mailto:t.townsend@townsendvision.com)>, "samuelson@whitfieldlaw.com" <[samuelson@whitfieldlaw.com](mailto:samuelson@whitfieldlaw.com)>, "carl.halgren@simpson.edu" <[carl.halgren@simpson.edu](mailto:carl.halgren@simpson.edu)>, "asetka@greatapetrust.org" <[asetka@greatapetrust.org](mailto:asetka@greatapetrust.org)>, Sue Rumbaugh <[suerumbaugh@gmail.com](mailto:suerumbaugh@gmail.com)>  
**Subject:** difficult times

Tyler, could you please share this with the Staff? Thanks.

=====

Dear Tyler and members of the Staff,

These are very difficult and distressing times for all of us.

I want to assure you that I and the other members of the Board have the greatest respect for your talent, dedication and commitment to the welfare of the bonobos and orangs. I have seen personally on many occasions the devotion and love you all have for them. I do not in my heart believe anyone on campus would ever intentionally harm any one of God's most glorious creatures. We are saddened by the news stories breaking in the Des Moines Register and we sympathize with what you are going through.

I think it would be appropriate to share with you at this time a (very) condensed history of the Trust's deliberations.

Our goals have always been simple. Do what it takes to

- 1) Ensure the welfare of the apes
- 2) Put the Trust on a more productive scientific footing
- 3) Keep the Trust in Iowa

We decided weeks ago to seek a new Executive Director who was a PhD scientist with standing in the field who could more effectively make our case with funding and other outside agencies, to put in place a Scientific Advisory Board, and to address the question of Sue's role in the organization. We discussed our plans with Bill and he was very supportive (as always) and he promised to work with us as we entered a Transition phase and begin our search for a new director. Carl was appointed transition director to be mentored by Bill until he had "learned the ropes".

Sue's role then became our next focus. Our original thought had been that she would be the senior scientist, conduct research with the apes, and raise money for the Trust. But we were not willing to make that official until we understood better the very real conflicts and tensions on campus between Sue and staff. As outsiders we were confused and concerned about why Sue's access to the bonobos had been restricted. We were very concerned with the emotional and psychological effects this might have on Teco and so we insisted that Sue have at least some time with him on a daily basis while we tried to figure out what the problem was. We decided to take no further action without first hearing what staff had to say.

I am sure you all remember the 7 hour interviews at McDonalds. Board members came away from those sessions very concerned with what they heard. We decided we needed to give Sue a chance to address the issues that were raised. I headed down to Des Moines day before yesterday for that meeting. The night before the meeting Carl informed us that, basically, the Trust would be out of money by the end of January and unless something drastic were done we would all be out of our jobs real soon and the Trust would cease to exist.

I had to make an executive decision that night, even before we could fully resolve the staff/Sue issues.

- 1) It's lights out in a month unless we raise a TON of money immediately
- 2) The only way to raise a lot of money in a short time is SUE
- 3) Sue cannot raise money if she has no official status at the Trust

Therefore

- 4) Sue must be reinstated as Senior Scientist
- 5) Sue needs to start raising money as soon as possible

I made these preemptory decisions for one reason only, to give the Trust a fighting chance to survive. I am NOT saying that the real underlying issues between Sue and Staff have been resolved, they obviously have not. I am only saying that we are in survival mode now and these immediate actions are necessary if the Trust is to survive.

I am fully aware of the chaos that may ensue on campus by my actions to reinstate Sue on short notice but please try to understand my position. I would have much preferred to tackle all these issues through an orderly process, and if we had had the time to do so, things might or might not have been different. We no longer have that luxury.

To make matters worse, the Des Moines Register article appeared today and now the Trust is in legal defense mode.

So here's where we are. We are inviting Heidi Lynn in to relieve Carl and serve as transition director while we begin a nationwide search for the full time director. We are giving Sue the status she needs to raise money so we don't go out of business. We will continue to address the very real issues between staff and Sue as best we can.

I know this is probably the worst time in the world to ask for your support but I need it now more than ever. I believe we need to work together as best we can with the common goal of keeping the lights on.

How will Sue's eventual reinstatement as Senior Scientist with full lab privileges affect all of you? That is a very serious question that keeps me up at night. Unproven allegations have been levied at you. You have a right to be upset confused and angry. If you walked out tomorrow I would understand. But I also know you love the bonobos and orangutans and it would be a hole in your heart to say goodbye. I am sincerely hoping that we can work together to restructure the organization in such a way we can all work happily together again.

On a personal note, if events separate us in the future you have my promise I will support you whole-heartedly by letter or interview as a reference if you seek other employment.

You are a wonderful wonderful staff. This all makes me very sad.

Sincerely,  
Ken

Dr. Ken Schweller,  
Chair, Board of Directors, Great Ape Trust  
Professor of Computer Science and Psychology  
Buena Vista University  
Storm Lake, IA  
[schweller@bvu.edu](mailto:schweller@bvu.edu)

----- Original Message -----

Subject: Re: Register  
From: Carl Halgren <[carl.halgren@simpson.edu](mailto:carl.halgren@simpson.edu)>  
Date: Tue, December 13, 2011 7:24 pm  
To: "tromine@greatapetrust.org" <[tromine@greatapetrust.org](mailto:tromine@greatapetrust.org)>  
Cc: Kenneth Schweller <[schweller@bvu.edu](mailto:schweller@bvu.edu)>

Hi Tyler

Speaking for myself I want you and your bonobo staff members to know that I know that they have acted capably, professionally and honestly in fulfilling their responsibilities to the bonobos and to Great Ape Trust. The allegations raised by Zifchak on behalf of SSR are and will always remain baseless. The IACUC members know that and so do all those employed at Great Ape Trust.

Ken Schweller may soon be home from his trip to Des Moines. I hope he can address the unfortunate, baseless, harmful and hurtful allegations made against you and your staff. The trust lawyer did so in response to the court filing by Zifchak. I hope the Trust will do so as well.

I am so sorry for you and your staff members. I hope to be able to talk with you all tomorrow once I know how the Board of Directors has determined how the Trust should proceed and how you and your staff can be defended against the outrageous allegations made by Zifchak in his filing for his client SSR.

It has been my pleasure to have witnessed firsthand the dedicated and loving care you all provide to the bonobo group at Great Ape Trust. I thank you for that.

Carl Halgren

Sent from my iPhone

On Dec 13, 2011, at 6:37 PM, "tromine@greatapetrust.org" <[tromine@greatapetrust.org](mailto:tromine@greatapetrust.org)> wrote:

Is anything going to be sent forward about the state of things?  
That Register article really has everyone just speechless.  
Any reassurance, any words of wisdom, any support for the staff right now would be greatly appreciated.  
I doubt anyone is going to get any sleep tonight after seeing it.

-Tyler

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-Tyler

----- Original Message -----

Subject: Dr. Sue and Great Ape Trust

From: [REDACTED]

Date: Thu, January 05, 2012 7:45 am

To: "Kenneth Schweller" <[schweller@bvu.edu](mailto:schweller@bvu.edu)>, "Ted Townsend" <[t.townsend@townsendvision.com](mailto:t.townsend@townsendvision.com)>, "Margo Blumenthal" <[MABWings@aol.com](mailto:MABWings@aol.com)>, "Connie Wimer" <[conniewimer@bpcdm.com](mailto:conniewimer@bpcdm.com)>, "Paul Lasley" <[plasley@iastate.edu](mailto:plasley@iastate.edu)>, "Jill Pruetz" <[pruetz@iastate.edu](mailto:pruetz@iastate.edu)>, "Lim Ramon" <[ramon-lim@uiowa.edu](mailto:ramon-lim@uiowa.edu)>, "Ed Wasserman" <[ed-wasserman@uiowa.edu](mailto:ed-wasserman@uiowa.edu)>, "Dieter Steklis" <[steklis@email.arizona.edu](mailto:steklis@email.arizona.edu)>, "Jim Aipperspach" <[jaipperspach@greatapepetrust.org](mailto:jaipperspach@greatapepetrust.org)>, "Edward Finnerty" <[edward.finnerty@dmu.edu](mailto:edward.finnerty@dmu.edu)>, "Bobby Brown" <[brownbo@auburn.edu](mailto:brownbo@auburn.edu)>

Dear Board Members,

Dr. Savage-Rumbaugh's disconnection with reality never ceases to amaze me. We all knew a story about her allegations of ape abuse was forthcoming when Dr. Sue's attorney filed the legal paperwork last month - the board knew what was filed and our legal team was aware of it. It was a concern because it was a public record and we knew eventually the media would discover it.

Perry Beeman contacted me about the allegations on Tuesday, December 13. That afternoon Dr. Ken Schweller and I met with Dr. Sue at Great Ape Trust to discuss the issue and how to approach the interview. It was clear that Sue was going to continue to through gas on the fire regarding the ape abuse allegations so we didn't have her talk to Perry. Perry's blog appeared online that afternoon and was the front page story the following day.

Some of you may recall that earlier that same day, Dr. Sue had a meeting with Dr. Schweller, Dr. Lasley, Dr. Pruetz, Jim Aipperpach and Connie Wimer at Business Publications, Inc about the complaints lodged against Dr. Sue from employees. Sue contended (in the afternoon meeting with Ken and me) that at the Business Publications meeting, one of the board members wanted Jim Aipperspach removed from the board because he was a 'de facto representative of Ted' and that it would hurt local fund raising efforts. She instructed Ken to ask for Jim's resignation - which he did by phone that afternoon during our meeting. Jim graciously resigned. Seeing this was a violation of Dr. Sue's lies, I looked in to it.. the board member never suggested that Jim resign.

For 10 years I've helped create Great Ape Trust and assist Dr. Sue. I've seen her manipulation and deceitfulness for too many years. Under her watch we've had an ape escape and ape attacks...one to a graduate student, the other to a caretaker. Both required medical attention...in both cases Sue and Diane waited it kept quiet. She disregards protocols and puts people in harm's way. There is always someone else to blame for her failings....for the reasons no productive research has been conducted. Her destructive behavior helped destroy this organization and I can no longer be part of Great Ape Trust as long as she is associated with it.

Best of luck to the bonobos and to each of you.

Respectfully,

[REDACTED]

[REDACTED]

[REDACTED]

Memorandum to: Dr. Savage-Rumbaugh

From: William Fields

Re: Protocols 2<sup>nd</sup> submission Res 04-11

Date: November 9, 2011

cc. Dr. Edward Finnerty, Chairman IACUC; Dr. Bobby Brown, Attending Veterinarian

I have reviewed your protocols identified as Res 04-11 in resubmission.

Your protocols are not approved for resubmission. In view of the content of your protocols, I am compelled to address specific concerns of ape welfare with specificity. You are advised to revisit the questions regarding pain, safety concerns, and animal requirements as it relates to the conditions of human cultural rearing practices as a scientific methodology. I have considered your reference of pain definitions in my response.

Please provide an explanation for the following concerns and or hazards implicit in human enculturation practices that may characterize your methodology. Based upon your responses, I will consult with the Attending Veterinarian and determine if your answers generate additional inquiries that should be answered prior to resubmission.

**(1) Composition of Ape Experimental and Control groups:** Please describe the decision process by which you will determine ape groups. Please explain how you will avoid serious injuries that occur between competing males such as Kanzi and Nyota.

My office is most concerned with protocols that detail how Nyota and Maisha (who have

suffered significant injuries that required surgical intervention) will be managed within the

experimental and control groups that are created by you or staff as a function of your research with Baby Teco. My office is most concerned about the recent events dated 7/7/11 with Maisha that required surgery on 7/10/11 and the events that led to Nyota's [redacted] surgery dated 8/24/11.

(2) **Exposure to hot liquids:** (a) Please describe your plan for protecting Teco from hot drinks like tea that are consumed in the human cultural experience. My office is most concerned about an incident reported 5/8/11 where Teco pulled a cup of hot water onto [redacted] his stomach which left a burn mark that was identifiable to the staff. (b) Please describe

how you will report injuries and other incidents as they relate to Baby Teco to oversight.

(3) **Exposure to chemicals:** Please address the issue of exposure to material safety in the laboratory as you proceed with human enculturation practices with baby Teco.

Please describe how you will secure personal toiletry items to prevent Baby Teco from exposure to chemicals such as zinc pyrithione and antifungal and antibacterial agents.

For example, Head & Shoulder Shampoo, Baby Teco was exposed on 7/31/11, which required medical attention. It is important that you address three items regarding chemicals in the human cultural environment: (a) ape safety, (b) identifying and handling

of material data sheets as it relates to your research, (c) and the consequences of exposure for ape safety and the genetic research. Considering that we have an incident

of exposure, you should detail a medical plan of action for accidental exposures. If there

is relevance, you may wish to address the following article Lamore SD, Cabello CM, Wondrak GT (May 2010). "The topical antimicrobial zinc pyrithione is a heat shock human skin cells". Cell Stress Chaperones 15 (3): 309-22. doi:10.1007/s12192-009-

0145-6. PMC 2866994. PMID 19809895. Please provide a description of how you intend

to inform other investigators of your program, especially the genetic and epigenetic investigators, when Baby Teco has material and chemicals exposures that may potentially have impact upon the data or you may indicate N/A.

As I advised in my introduction you should really reconsider whether or not a nonhuman

baby exposed to human cultural material and objects inform your answers to questions

regarding pain, safety concerns, and animal requirements

(4) **Lockout:** If you request ant control, please explain how you will insure the baby or other apes do not come in contact with ant control chemicals. If you plan to use a lockout protocol, please describe the signage you will employ and how you will communicate to the staff at large and between shift changes.

(5) **Exposure to drugs:** (a) Please describe how you will insure that Teco does not consume drugs intended for other apes. (b) Please describe how you will secure personal medicines such as over the counter items such as aspirin, ibuprofen, and especially Excedrin Extra Strength headache medication. Please explain how you will train the staff in negotiating your personal items, where you will secure them, and how they will be secured. My office is particularly concerned about the consumption of antibiotics intended for adult apes. Employees expressed concern regarding this matter on 8/29/11.

(6) **Exposure to vitamins.** Please describe how you will secure personal vitamins so that baby Teco does not consume items that are not on his diet. Please describe a procedure for medical evaluation for accidental consumption by the baby. Please describe how these items will be stored and secured.

(7) **Use of electric lamps in living areas:** Please describe how you will insure electric

lamps and other heat emitting devices will be secured to prevent contact with blankets and other materials that might burn or liberate smoke when in accidental contact with heat sources. My office is particularly concerned about the instance that occurred on 7/8/11 in which the staff found "A light in Sue's room got turned on under a blanket and it

trapped the heat and cause the lamp to melt and the blanket to burn/smoke."

Fortunately, the staff was able to catch the situation before it was out of hand.

(8) **Diet Exceptions and Diet Reporting for Baby Teco:** (a) Please explain the theoretical rationale of why a Teco would be denied milk when he has requested it. On November 8, 2011, baby care staff has reported that you have requested they provide baby food rather than milk during the day. You have not addressed this in your protocols. You must justify this if it is a research request or variable. (b) Please describe

how you will insure that the foods baby Teco consumes are fresh and appropriately consumed with respect to time and dates. My office is concerned with the incident of Teco's vomiting and diarrhea dated 10/8/11. The staff report that you attributed this event to the consumption of non-organic baby food. The laboratory reports reveal that Teco consumed old food, rotten vegetable, candle-wax, adult vitamins, instant caffeinated coffee, energy supplement drinks, and artificial sweeteners contemporary with Teco's vomiting and diarrhea dated 10/8/11. (c) Please describe how you will

insure that the Teco Diet is accurately reported. While you have copied the temporary WMF-IACUC Protocols Res 04-11-NOV-10-2011

Diet Sheets the lab created for you into your protocols, they are not correctly formatted and do not represent the document. Please either format the Diet Sheet as created by the lab or create a new one.

(9) **Dry Cracked Baby Hands:** During the week Baby Teco was exhibiting bipedalism, staff discovered his hands were cracked and dry. Once his hands were treated with

emollients he returned to quadrapedalism. Please provide an explanation of how you will insure the baby will receive appropriate hand and foot care. Please provide a strategy for identifying the causes of bipedalism when you are reporting this behavior.

(10) **Dogs:** If baby Teco is going to have contact with the dogs, (a) please explain how you will insure the dogs receive water and food during the period of time they are in your

care and (b) if you intend to create ape and dog groups, please explain how you intend to protect the dogs and apes when aggression arises. My office is most concerned with the most recent instance that occurred on 10/25/11 where the dogs were left in a cage without water.

(11) **Employees:** Please describe a procedure for training employees to work with Baby Teco. Please offer details regarding the use of the lexigrams as well as the items mentioned above. Please offer details of how you evaluate the progress of an employee

during training and certify and record their progress. Please describe procedures for how

you will manage employees who do not meet the requirement of training.

(12) **Students:** Please describe a procedure for training students to interact with apes and to have contact with Baby Teco? My office is most concerned regarding a report in which a Simpson Student was asked to throw a bucket water on an ape in response to ape spitting. Please explain in detail under what circumstances you would ask a student,

employee, or visitor, to throw water on an ape? Please provide a research rationale and justification. Please explain how you intend to handle a student or employee who is uncomfortable doing what they are asked to do in case like this. My office is particularly

concerned about the day involving a Simpson student, Stephanie Perkins, and Andrea Jackson on April 22, 2011 in which the student left the lab rather than throw water on

Nyota.

(13) **Job Descriptions:** Please provide a job description for all of the employees who will participate in your methodology. The example of a job description provided you is intended to serve as an instructive guide. There is a misunderstanding if you believe you

should merely copy the example into your protocols. Only the PI can determine the job

description wherein you are training the staff to do work that you claim only certain employees are able to do and that are specific to your research. Therefore, a generic job description from the organization is not specific enough.

(14) **Overtime Hours:** Please describe circumstances in which employees might be required to provide overtime hours in your program of research.

(15) **Baby Responsibility:** Your statement indicating that the "PI takes care of the baby around the clock" is not supported by institutional records. Please describe a general schedule and time line of an average baby day. Please describe under what circumstances the PI expects to be away from the baby and what job descriptions are responsible for the baby while you are away. Please include in your training description

and job description of what the protocol is for when the PI is detained or late and is  
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unable to return on schedule and the employee is anchored to the baby. This raises concerns when an employee is required to work over time hours and we do not have a written agreement that the employee is prepared to work additional hours without notice.

(16) **SOPs:** Currently our SOPs are for employees and they are proprietary documents.

(a) Safety issues of the baby in research must be detailed in research protocols. This is particularly critical in view of the laboratory history of 2011, and (b) If you wish to see a

copy of the SOPs please describe how you will insure that you do not inadvertently share these documents with others outside the laboratory who might provide them to animal rightists or animal trade groups to which we have active litigation in federal court.

(17) **Stove use:** Please provide a description of how the stove will be used in your research. Please describe how you will insure the stove is not inadvertently left on. If the stove in Panbanisha's kitchen is replaced, please include a description for this device and safety measures to protect against fire and heat destruction.

(18) **Adult Social or Dietary Restrictions:** If there is any instance in which an ape would be placed on social or dietary restriction as a function of your work, please describe the rationale or certify this is not a component of your research.

(19) **Personal Computers and Cell Phones:** Please describe how you intend to use your personal computers and cell phones while Teco is in your care and your daily interactions with employees, students, and others. (a) Batteries and ape safety and (b) Texting: you should address with some particularity the use of texting as a mode of communicating with the staff as a function of their job. As well, you should address your plan for employees who do not text. Please address the issues of after hours work communication by the PI and employees.

(20) **Shopping and Travel off Campus by Employees:** If shopping for items related to the apes is a component of your research please describe under what circumstances you would send an employee out to engage in shopping. Please detail the means by which they travel and who is expected to cover the cost of transportation. Describe how frequently you might anticipate employees would be sent out to shop.

(21) **Travel on and off Campus by Apes:** Please describe any ape travel as a function of (a) research and (b) medical care on or off campus.

(22) **Data Management:** Please describe the data management and records keeping as it relates to materials that are forwarded to Benson and Greaves laboratory for analysis. Please describe how the data will be secured and employee confidentiality protected. Please describe who will access to the data and what they will do with it. Please describe if you require IRB approval. All of your responses must be in the protocol or referencing a precise document. Generalized references to your proposal is not sufficient to identify specific text.

(23) **Keys and Ape Doors:** Please describe how you will insure that you are in possession of your keys that control locks and doors of ape containment and the laboratory. Please detail a procedure for accidental loss of keys and a rescue plan for being locked in a room. (b) Please describe how you will insure that apes are locked in doors at night. My office is particularly concerned about the events of 11/1/11 in which WMF-IACUC Protocols Res 04-11-NOV-10-2011 apes were left with access to the outdoors overnight (East Electric Play Yards.) You left campus 11/2/11 at 5:28 AM and did not return until 10:55 AM 11/3/11.

(24) **Communicating Accurate Information to the Staff and Informed Consent:**

Please describe how you will insure that critical information regarding informed consent is correct. My office is particularly concerned regarding the incident of 2/18/11. The staff expressed concerned that they had been exposed to herpes via the apes without informed consent. Despite the medical records and previous testing confirming the apes did not have herpes infections, the laboratory followed up with a re-testing of the apes and humans. The contemporary claim of herpetic infection was contradicted by a negative serological testing. The event created significant disruption in the lab and distress to the staff. It is important to address how this will be avoided in the future and how you intend to coordinate with the IRB on these matters.

(25) **Laboratory and Facility Support:** Please describe operations in the lab that the PI is not responsible that is anticipated as support for the proposed research.

**The Buddha Relics Tour in Des Moines, Iowa was a FABULOUS success!** There's so much that happened, so many people who experienced an intense peace, and so many beautiful moments that I don't know where to start.



A conservative estimate of the number of people who visited the relics is well over 6,800. Some are convinced that over 8,000 people saw the relics. All I know is that there were lots and lots of people throughout the three-day event, with many waiting in a *long* line for three to four hours (and they were glad they did).

I asked a nine-year old girl who was looking at the relics if she was feeling anything. Without hesitating, she said, "I feel love. I feel belief!"

A woman started sobbing uncontrollably, saying that the relics saved her life and that her tears were tears of deep gratitude.

A Vietnamese couple flew into Des Moines from Florida so that the husband could have heart surgery. The surgery was not scheduled in Des Moines, but in Iowa City (about a two-hour drive away). The couple rented a car at the airport and got lost trying to find the freeway entrance to Iowa City. As they were driving around trying to find their way, they saw the Buddha Relics sign in front of Hoyt Sherman and immediately decided to stop in. They were profoundly touched by the relics and knew — at a deep level — that they were meant to "get lost" in Des Moines on their way to Iowa City.



Part of the tour was to offer a special blessing to anyone who wanted one. The blessing was done with intention and a small stupa — a cone-shaped object that holds relics of the Historical Buddha placed on the head. And humans were not the only ones who benefited: a special pet blessing was offered. In fact, on Saturday a scientist from the Bonobo Hope organization brought a bonobo to the event. (Bonobo Hope is a scientific research facility in Des Moines dedicated to, among other things, the preservation of endangered great apes in their natural habitats.)